

ORDINANCE 122479

AN ORDINANCE amending Seattle Municipal Code Section 4.14.140 to allow moving expenses to be available to represented employees under certain circumstances; to change the authorization of expenses in Section 4.14.140 A (3) from the Finance Director to the Personnel Director; and to change the eligibility criteria to not include positions under salary grade 300.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Seattle Municipal Code Section 4.14.140 is hereby amended as follows:

SMC 4.14.140 Payment of moving expenses for certain employees

A. If necessary to obtain the services of a particular individual, the following persons may have moving expenses, incurred by them in relocating to the City (from a distance consistent with the Internal Revenue Service Distance Test for moving expense deductions), reimbursed or advanced by the City upon presentation of verifying documents and upon the additional conditions set forth below:

1. Department, office, and agency heads appointed by the Mayor, upon confirmation by the City Council of such appointments, when payment or reimbursement is authorized by the Mayor;

2. Executive Director of the Legislative Department or comparable position(s), upon appointment by the City Council, when such payment or reimbursement is authorized by the President of the City Council;

3. The following positions, when ~~((reimbursement is))~~ authorized by the head of the



1 employing unit and the ~~((Budget))~~ Personnel Director, and when conditions specified by the
2 administrative guidelines issued by the Personnel Director are met:

3 a. Positions identified in the Salary Ordinance (Ordinance 97330, as
4 amended)((+)) by salary range ~~((40.0))~~400 and above, or a salary equivalent to or higher than the
5 top step of range ~~((40.0))~~400 when no range is given~~((; provided that such positions are not
6 represented under the terms of a collective bargaining agreement))~~, or
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8 b. Positions under salary range ~~((40.0))~~400 but over salary range 300, or the
9 equivalent thereto, for which the employing unit was unable to recruit persons in the immediate
10 employment area who possess the unique skills, expertise and/or educational qualifications
11 therefore, ~~((provided that such positions are not represented under the terms of a collective
12 bargaining agreement))~~, or
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15 c. Positions assigned to the Accountability Pay for Executives Program, the
16 Manager Compensation Program, or the Strategic Advisor Compensation Program, that do not
17 otherwise meet any of the eligibility criteria in this section.
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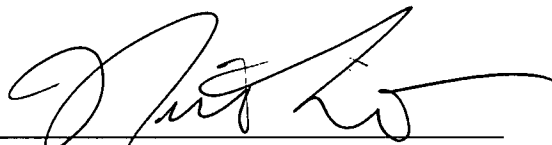
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20 B. The appointing authority and the employee for whom moving expenses have been authorized
21 must stipulate in writing that, if the individual leaves the employing unit which paid the
22 moving expenses within 12 months of initial appointment, he or she shall reimburse this
23 employing unit for such expenses. In the event the employee moves from one City
24 department to another within 12 months, the City department that makes the subsequent job
25 offer may instead make the reimbursement payment to the City department that paid the
26



moving expenses.

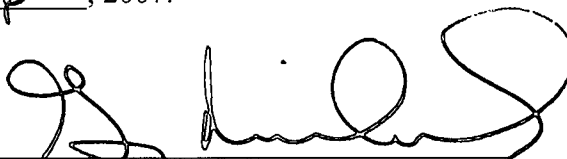
Section 2. This ordinance shall take effect and be in force thirty (30) days from and after its approval by the Mayor, but if not approved and returned by the Mayor within ten (10) days after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.

Passed by the City Council the 4th day of September, 2007, and signed by me in open session in authentication of its passage this 4th day of September, 2007.



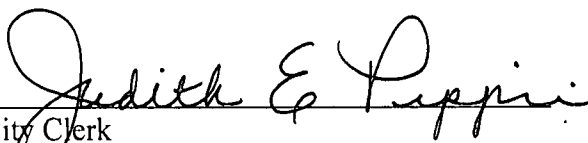
President _____ of the City Council

Approved by me this 7th day of September, 2007.



Gregory J. Nickels, Mayor

Filed by me this 7th day of September, 2007.



City Clerk

(Seal)

FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	DOF Analyst/Phone:
Personnel	David Bracilano / 684-7874	Karen Grove / 684-5805

AN ORDINANCE amending Seattle Municipal Code Section 4.14.140 to allow moving expenses to be available to represented employees under certain circumstances; to change the authorization of expenses in Section 4.14.140 A (3) from the Finance Director to the Personnel Director; and to change the eligibility criteria to not include positions under salary grade 300.

- **Summary of the Legislation:** This proposed Council Bill amends the Seattle Municipal Code Section 4.14.140 to allow moving expenses to be available to all employees who meet the eligibility criteria, including both represented employees and non represented employees. The proposed Bill would change authorization authority for the program from the Finance Director to the Personnel Director, and limit the eligibility criteria to not include positions under salary grade 300.
- **Background:** The SMC currently excludes candidates for represented positions from receiving moving expense allowance as part of their hiring package. The City continues to experience difficulty recruiting qualified candidates in certain positions that are represented. Recruitment efforts are extending outside the local labor market in order to fill these vacancies. The City's ability to recruit qualified candidates will be enhanced by being able to offer a moving expense allowance to fill these jobs.
- *Please check one of the following:*

X This legislation has financial implications.

No additional funds are provided by this ordinance. Costs that may be associated with the new eligibility criteria for the moving expense allowance will be absorbed into departments' budgets.



City of Seattle

Gregory J. Nickels, Mayor

Office of the Mayor

July 3, 2007

Honorable Nick Licata
President
Seattle City Council
City Hall, 2nd Floor

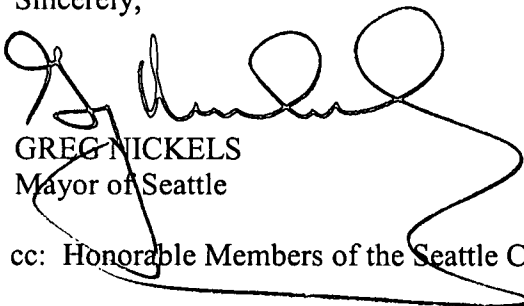
Dear Council President Licata:

I am pleased to transmit the attached proposed Council Bill that amends Seattle Municipal Code Section (SMC) 4.14.140 to allow moving expenses for represented employees under certain circumstances, change the program's authorizing authority from the Finance Director to the Personnel Director, and change the eligibility criteria to not include positions under salary grade 300.

The SMC currently does not allow appointing authorities to pay moving expenses for successful job candidates for represented positions. The City continues to experience difficulty finding qualified candidates for some represented positions, and has expanded its recruiting efforts outside the local labor market in order to fill certain vacancies. The City's ability to recruit qualified candidates will be enhanced by being able to offer a moving expense allowance to fill these jobs.

Thank you for your consideration of this legislation. Should you have questions, please contact David Bracilano at 684-7874.

Sincerely,

A handwritten signature in black ink, appearing to read "Greg Nickels", written over the printed name and title.

GREG NICKELS
Mayor of Seattle

cc: Honorable Members of the Seattle City Council



ORDINANCE _____

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BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

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SMC 4.14.140 Payment of moving expenses for certain employees

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3. The following positions, when ~~((reimbursement is))~~ authorized by the head of the



1 employing unit and the ~~((Budget))~~ Personnel Director, and when conditions specified by the
2 administrative guidelines issued by the Personnel Director are met:

3 a. Positions identified in the Salary Ordinance (Ordinance 97330, as
4 amended)~~((+))~~ by salary range ~~((40.0))~~ 400 and above, or a salary equivalent to or higher than the
5 top step of range ~~((40.0))~~ 400 when no range is given~~((; provided that such positions are not~~
6 ~~represented under the terms of a collective bargaining agreement))~~, or
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8 b. Positions under salary range ~~((40.0))~~ 400 but over salary range 300, or the
9 equivalent thereto, for which the employing unit was unable to recruit persons in the immediate
10 employment area who possess the unique skills, expertise and/or educational qualifications
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15 c. Positions assigned to the Accountability Pay for Executives Program, the
16 Manager Compensation Program, or the Strategic Advisor Compensation Program, that do not
17 otherwise meet any of the eligibility criteria in this section.
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Section 2. This ordinance shall take effect and be in force thirty (30) days from and after its approval by the Mayor, but if not approved and returned by the Mayor within ten (10) days after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.

Passed by the City Council the ____ day of _____, 2007, and signed by me in open session in authentication of its passage this ____ day of _____, 2007.

President _____ of the City Council

Approved by me this ____ day of _____, 2007.

Gregory J. Nickels, Mayor

Filed by me this ____ day of _____, 2007.

City Clerk

(Seal)



STATE OF WASHINGTON – KING COUNTY

--SS.

215477
CITY OF SEATTLE, CLERKS OFFICE

No.

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

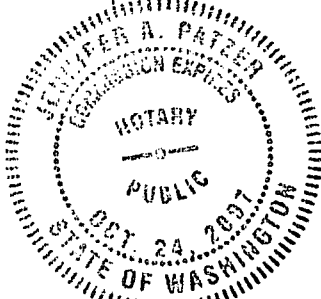
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:122479 ORDINANCE

was published on

09/14/07

The amount of the fee charged for the foregoing publication is the sum of \$ 139.50, which amount has been paid in full.



Affidavit of Publication

James O'Leary
Subscribed and sworn to before me on
09/14/07
[Signature]
Notary public for the State of Washington,
residing in Seattle

City of Seattle

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3. The following positions, when ((reimbursement is)) authorized by the head of the employing unit and the ((Budget)) Personnel Director, and when conditions specified by the administrative guidelines issued by the Personnel Director are met:

a. Positions identified in the Salary Ordinance (Ordinance 97330, as amended)((b)) by salary range ((40-0))400 and above, or a salary equivalent to or higher than the top step of range ((40-0))400 when no range is given((; provided that such positions are not represented under the terms of a collective bargaining agreement)), or

b. Positions under salary range ((40-0))400 but over salary range 300, or the equivalent thereto, for which the employing unit was unable to recruit persons in the immediate employment area who possess the unique skills, expertise and/or educational qualifications therefore, ((provided that such positions are not represented under the terms of a collective bargaining agreement)), or

c. Positions assigned to the Accountability Pay for Executives Program, the Manager Compensation Program, or the Strategic Advisor Compensation Program, that do not otherwise meet any of the eligibility criteria in this section.

B. The appointing authority and the employee for whom moving expenses have been authorized must stipulate in writing that, if the individual leaves the employing unit which paid the moving expenses within 12 months of initial appointment, he or she shall reimburse this employing unit for such expenses. In the event the employee moves from one City department to another within 12 months, the City department that makes the subsequent job offer may instead make the reimbursement payment to the City department that paid the moving expenses.

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Passed by the City Council the 4th day of September, 2007, and signed by me in open session in authentication of its passage this 4th day of September, 2007.

Nick Licata

President of the City Council

Approved by me this 7th day of September, 2007.

Gregory J. Nickels, Mayor

Filed by me this 7th day of September, 2007.

(Seal) Judith Pippin

City Clerk

Publication ordered by JUDITH PIPPIN, City Clerk

Date of publication in the Seattle Daily Journal of Commerce, September 14, 2007.

9/14(215477)

State of Washington, King County